

## THE INFLUENCE OF MOTIVATION, WORK STRESS, AND WORK-LIFE BALANCE ON EMPLOYEE PERFORMANCE AT COMPANY XXX

Urmilla Achfaintani Fitriastuti

(Asian Banking Finance And Informatics Institute) Perbanas

\*Correspondence: [Achfaintaniurmilla28@gmail.com](mailto:Achfaintaniurmilla28@gmail.com)

**Abstract** – Basically, the success of a company in Indonesia really depends on the quality of human resources (HR) within the company. In the current conditions of global competition which are increasingly sharp, developing human resources (HR) is an effort that is really needed to be able to compete in the world of work. Human Resources Development (HR) is an effort to improve employees' abilities to handle various types of tasks and apply the abilities needed according to the type of work available. This research aims to analyze the influence of Motivation, Work Stress, and Work-Life Balance at Company XXX. Data collection techniques when conducting research must be carried out very carefully and is an important and priority stage. In collecting data from respondents, the author collected data using the questionnaire method. A questionnaire is a data collection technique that is carried out by giving respondents a set of written questions to answer, which can be given directly or via post or internet. There are two types of questionnaires, namely closed and open.

**Keywords:** Work Stress, Work Motivation, Work-Life Balance.

### I. INTRODUCTION

Basically, the success of a company in Indonesia really depends on the quality of human resources (HR) within the company. In the current conditions of global competition which are increasingly sharp, developing human resources (HR) is an effort that is really needed to be able to compete in the world of work. Human Resources Development (HR) is an effort to improve employees' abilities to handle various types of tasks and apply the required abilities according to the type of work available.

This condition is absolutely necessary if employees feel that their needs and expectations are met, they will certainly be more loyal in dedicating themselves fully to the goals and objectives of the company or organization, this will increase work enthusiasm so that they are motivated to work well.

Employee performance is the work result that can be achieved by a group of people in one organization with their respective authority and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law, and in accordance with morals and ethics. Performance in the sense of work performance is something that is done or a product or service that is produced or provided by a person or group of people (Agus Dharma, 1991: 1).

Stress in the world of work is something that workers in big cities experience almost every day. Especially experienced by people who live in big cities like Jakarta. The city of Jakarta is a city with urbanists and industrialists who are always busy with deadlines for completing tasks. The emergence of work stress is caused by employees not being able to fulfill their work duties. This means that work stress arises because employees are unable to balance work and conflict with each other with personal

problems that occur in the family environment, excessive workload, and the traffic jams of the city of Jakarta. These factors cannot be avoided.

Job demands, lack of clarity regarding job responsibilities, lack of appreciation for the work that has been completed, the influence of a poor workplace environment, lack of time to complete all tasks, lack of support from employee facilities to support work and tasks that conflict and are not part of the main duties and responsibilities. These employees are examples of stress triggers.

Work stress is a condition of tension that creates a physical and psychological imbalance that can affect an employee's emotions, condition and thought process. In this case, it is caused by the work environment the employee works in (Veithzal, 2004: 516).

According to Sherman in Edison et al., (2017: 172) motivation is related to what provides energy, what directs or channels behavior that is maintained or sustainable.

Work-life balance is a concept where an individual is able to manage their time and energy effectively between work and personal life. This includes efforts to avoid conflicts between work responsibilities and personal needs, such as time with family, hobbies, and relaxation activities. This balance aims to achieve a better quality of life, reduce stress, and improve overall well-being. Work-life balance can influence employee performance, including: reducing stress, increasing motivation and job satisfaction, improving mental and physical health, increasing productivity, reducing employee turnover, increasing creativity and innovation.

Thus, this researcher aims to analyze in depth the influence of motivation, work stress, and work-life balance on employees at company xxx.

## II. METHODS

If the researcher uses a data collection tool in the form of a questionnaire, then the data source is the respondent, namely the person who responds or answers the researcher's questions, both written and verbal questions.

According to Burhan Bungin (2017: 132), the definition of primary data sources and secondary data sources is that primary sources are data sources obtained directly from the first data source at the research location or research object, while secondary data sources are data obtained from second sources or secondary sources from the data we need. In this research the author used primary data based on the explanation above, the author collected the required data himself by distributing questionnaires to the respondents. The unit of analysis is the focus of the research. Therefore, the unit of analysis for this research is the employees of Company XXX.

In collecting data from respondents, the author collected data using the questionnaire method. A questionnaire is a data collection technique that is carried out by giving respondents a set of written questions to answer, which can be given directly or via post or internet. There are two types of questionnaires, namely closed and open. The questionnaire used in this case is a closed questionnaire, namely a questionnaire for which the answers are provided, so that respondents just have to choose and answer directly (Sugiyono, 2008: 142). Research data is data collected using a questionnaire, with the questionnaire attached a letter explaining the purpose and purpose of filling out the questionnaire and the time for returning the questionnaire that has been filled in by the respondent. The use of the Likert scale according to Sugiyono (2013: 132) is: 121 "The Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena." This research uses a Likert scale with 4 options as follows:

Statement	Mark
Strongly agree	4
Agree	3
Don't agree	2
Strongly Disagree	1

Processed by the Author

### III. RESULTS AND DISCUSSION

At this stage , research is still conceptual and focuses on developing a theoretical framework. Based on the literature review, there are several key theories relevant to this topic. These theories include work motivation theory, work-life balance theory, and theories regarding work stress. This research also refers to several previous studies that highlight the impact of remote working patterns on employee performance, as well as how certain leadership styles can influence motivation, work stress and work-life balance.

### IV. CONCLUSION

This research aims to examine the impact of work motivation, work stress, and work-life balance on employees at Company XXX. The method used is a questionnaire using a set of written questions that will be distributed to respondents to answer, which is designed to explore in depth the experiences and perceptions of employees regarding this topic. Although this research is still in its early stages and has not yet produced concrete data, it is hoped that future analysis will provide significant insight into how work flexibility and leadership support can improve employee well-being. The expected findings from this research are expected to provide practical recommendations for the management of Company XXX in developing policies that are more effective and support employee work-life balance.

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